

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**Case
14-CA-128046Date Filed
May 6, 2014**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

King's Management Co., Inc. d/b/a McDonald's &
McDonald's USA, LLC as Joint or Single Employer

b. Tel. No. 913-321-9225

c. Cell No.

f. Fax No.

g. e-Mail

h. Number of workers employed
50+

d. Address (Street, city, state, and ZIP code)

605 S. 7th St.,
Kansas City, KS & One McDonald's Plaza, Oak
Brook, IL 60523

e. Employer Representative

i. Type of Establishment (factory, mine, wholesaler, etc.)
Restaurantj. Identify principal product or service
Fast Food

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On dates within the last six (6) months the employer has interfered with, restrained and coerced its employees and discriminated against (b) (6), (b) (7)(C) by reducing (b) (6) number of hours worked and terminating (b) (6) employment as a result of (b) (6), (b) (7)(C) exercising (b) (6) Section 7 rights.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Worker's Organizing Committee-Kansas City

4a. Address (Street and number, city, state, and ZIP code)

PO BOX 5946
Kansas City, MO 64171

4b. Tel. No. (816) 585-7866

4c. Cell No.

4d. Fax No.

4e e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) N/A

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By 
(signature of representative or person making charge)Fred Wickham, Attorney for WOC-KC
(Print/type name and title or office, if any)

Tel. No. 816-753-8751

Office, if any, Cell No.

Fax No. 816-373-9540

e-Mail

fred@wickham-wood.com

Address 4317 S. River Blvd., Kansas City, MO 64055

5/6/2014
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010



Download
NLRB
Mobile App

May 6, 2014

King's Management Co., Inc. d/b/a McDonald's
605 S. 7th Street
Kansas City, KS 66105

Mcdonald's USA, LLC As Joint Or Single Employer
One Mcdonald's Plaza
Oak Brook, IL 60523

Re: King's Management Co., Inc. d/b/a McDonald's &
McDonald's USA, LLC as Joint or Single Employer
Case 14-CA-128046

Dear Sir or Madam:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney WILLIAM LEMASTER (William.lemaster@nlrb.gov), whose telephone number is (913)967-3027. If this Board agent is not available, you may contact Supervisory Field Attorney SUSAN A. WADE-WILHOIT whose telephone number is (913)967-3014.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlrb.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for

more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

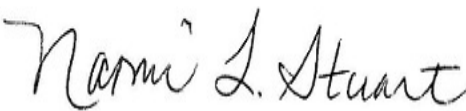
Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

DANIEL L. HUBBEL
Regional Director

By: 
NAOMI STUART
Officer in Charge

DLH:kec
Enclosures

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAMEKing's Management Co., Inc. d/b/a McDonald's & McDonald's USA, LLC as Joint
or Single Employer**CASE NUMBER**

14-CA-128046

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$

YES NO

B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods
valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems,
newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If
less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate
amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who
purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate
amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points
outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**KING'S MANAGEMENT CO., INC. D/B/A
MCDONALD'S**

Charged Party

and

**WORKER'S ORGANIZING COMMITTEE-
KANSAS CITY**

Charging Party

Case 14-CA-128046

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, the undersigned employee of the National Labor Relations Board, state under oath that on May 6, 2014, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

King's Management Co., Inc. d/b/a
McDonald's
605 S. 7th Street
Kansas City, KS 66105

MCDONALD'S USA, LLC AS JOINT OR
SINGLE EMPLOYER
ONE MCDONALD'S PLAZA
OAK BROOK, IL 60523

May 6, 2014

Date

Karen Clemoens, Designated Agent of NLRB

Name

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlr.gov
Telephone: (913)967-3000
Fax: (913)967-3010

May 6, 2014

Worker's Organizing Committee-Kansas City
PO Box 5946
Kansas City, MO 64171

Re: King's Management Co., Inc. d/b/a
McDonald's & McDonald's USA, LLC as
Joint or Single Employer
Case 14-CA-128046

Dear Sir or Madam:

The charge that you filed in this case on May 06, 2014 has been docketed as case number 14-CA-128046. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Attorney WILLIAM LEMASTER (William.lemaster@nlrb.gov), whose telephone number is (913)967-3027. If the Board agent is not available, you may contact Supervisory Field Attorney SUSAN A. WADE-WILHOIT whose telephone number is (913)967-3014.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlr.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

May 6, 2014

Procedures: We strongly urge everyone to submit all documents and other materials (except unfair labor practice charges and representation petitions) by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

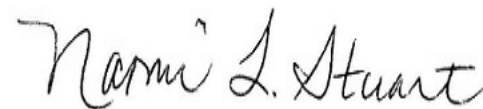
Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

DANIEL L. HUBBEL
Regional Director

By:



NAOMI STUART
Officer in Charge

DLH:kec
Enclosure

cc: Fred Wickham, Attorney
Wickham & Wood, LLC
4317 S River Blvd
Independence, MO 64055-4586

From: [Fred](#)
To: [LeMaster, William](#)
Subject: Fwd: McDs Roe Shop Paper withe (b) (6), (b) (7)(C)
Date: Tuesday, May 6, 2014 2:35:33 PM
Attachments: [Shop Paper March 2014 \(final\).pdf](#)
[ATT00001.htm](#)

Sent from my iPhone

Begin forwarded message:

From: "Michael M. Enriquez" <michael.m.enriquez@gmail.com>
Date: May 6, 2014 at 1:19:56 PM CDT
To: Fred Wickham <fred@wickham-wood.com>, (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Subject: McDs Roe Shop Paper withe (b) (6), (b) (7)(C)

Fred,

Attached you'll find the shop paper that was moving in (b) (6), (b) (7)(C) shop before (b) (6) was terminated. I thought you, (b) (6), (b) (7)(C), and LeMasters might need it today for the mtg.

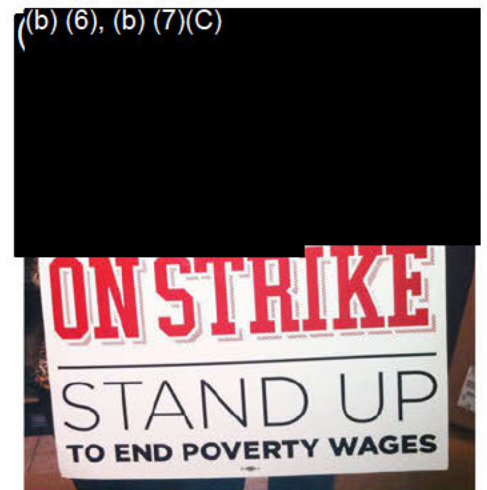
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All the best,
Michael M. Enriquez,
Workers Organizing Comm. of KC
www.standupkc.org
www.facebook.com/StandUpKc
#StandUpKC
C: 816.585.7866

STAND UP KC

Organize.
Fight.
Win!

Hello fellow Kansas City fast food workers! Today is an opportunity for you to get in on this \$15 and a union. NOW I KNOW YOUR THINKING WHAT THE HELL IS THIS? This is a group of fast workers coming together as a



Original artwork by (b) (6), (b) (7)(C) Fritz's

Being a part of Stand Up KC has change my whole look on everything. I have been working for Wendy's for (b) years and I make \$7.85, which is 35 cents more than minimum wage. (b) (6), (b) (7)(C) has been working for Jimmy Johns for (b) (6), (b) (7) and (b) makes \$7.50. We both work for billion dollar companies that rake in the money every year by paying us almost nothing. I'm exhausted working so much just to barely make ends meet. And we have a (b) (6), that we are unable to financially support because we don't make enough, even if we were on government assistance. I'm fighting for \$15 and a union so I can bring my family back together and make the jobs we all work at much better jobs. I want to be able to walk into any fast food place in the future and know that I was a part of making someone's job much better because they can now support themselves and their families. I want to be able to say to (b) (6), (b) (7)(C) "Yes you can have a piece of candy or yes you can have that shirt." I want to be able to afford a car so I can get to and from work safely. I want to be able to put food on the table, clothes on my own back, keep all my utilities turned on, and rent paid. My list of everything that I will be able to do goes on and on. It's time to wake up America and realize that these are adults, not teenagers, trying to raise families or just trying to survive themselves. Its time to give us \$15 and a union because not only did we earn it after MANY years but WE ARE WORTH MORE!!

union to fight these big companies; McDonald, Pizza Hut, Taco Bell etc... We deserve much more than 7.25, 7.35 or even 7.50 an hour. One voice can be heard but 100,000 will be listened to. We the people make the owners so wealthy that they have no worries or concerns about any of the things an average American like my self or you have. Most people will ignore this because they're thinking this will never happen. And they're right and wrong at the same time. They're right because a lot of people are discouraged and fear they could get in trouble by there boss or their hours will be cut. They're wrong because if enough people come together and stand up together for what is rightfully ours there is nothing that can stop us. THERE IS NOTHING we can't do as ONE!!!!!!!!!!!!!!!!!!!!!!

McDonald's Admits It May Lose The Fight To Keep Wages Low

McDonald's says wages could rise

HUFF
POST

BUSINESS

BBC

McDonald's to SEC: Strikes hurt, and we might have to hike pay

SALON

"Worker strikes 'can adversely affect us' & could spur higher wages, McDonald's acknowledged in an annual report."

-Salon,
3/4/2014



WOC-KC

WORKERS ORGANIZING COMMITTEE
KANSAS CITY

From: [Fred Wickham](#)
To: [LeMaster, William](#)
Subject: Re: (b) (6), (b) (7)(C)
Date: Wednesday, June 4, 2014 4:21:17 PM

Bill,

(b) (6), (b) (7) had the month wrong. The flyer began to move in the shops on March 11. I'm checking on the website.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: "LeMaster, William" <William.LeMaster@nlrb.gov>; Fred <fred@wickham-wood.com>
Sent: Wednesday, June 4, 2014 2:17 PM
Subject: RE: (b) (6), (b) (7)(C)

And when was (b) (6), (b) (7) story posted to the Stand Up KC website?

From: LeMaster, William
Sent: Wednesday, June 04, 2014 2:13 PM
To: 'Fred'
Subject: RE: (b) (6), (b) (7)(C)

Fred,

In (b) (6), (b) (7)(C) affidavit, (b) (6) testified that the WOC "shop paper" started being distributed at the Roe location around February 10, 2014. Where did (b) (6) get that date and how certain is (b) (6) that is accurate? I need a quick answer on this one.

Thanks,

Bill

From: Fred [<mailto:fred@wickham-wood.com>]

Sent: Wednesday, June 04, 2014 1:13 PM

To: LeMaster, William

Subject: Re: (b) (6), (b) (7)(C)

If you don't mind. Do you have (b) (6), (b) (7)(C) number?

Sent from my iPhone

On Jun 4, 2014, at 12:48 PM, "LeMaster, William" <William.LeMaster@nlrb.gov> wrote:

Sounds good. Do I need to initiate it?

From: Fred Wickham [<mailto:fred@wickham-wood.com>]

Sent: Wednesday, June 04, 2014 12:22 PM

To: LeMaster, William

Subject: Re: (b) (6), (b) (7)(C)

Can we make (b) (6), (b) (7)(C) call at (b) (6), (b) (7)(C)

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

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prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Tuesday, June 3, 2014 1:50 PM
Subject: RE: (b) (6), (b) (7)(C)

How about (b) (6), (b) (7)(C)? I have an affidavit (b) (6), (b) (7)(C) and I don't know how long it will take.

From: Fred Wickham [<mailto:fred@wickham-wood.com>]
Sent: Tuesday, June 03, 2014 1:50 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

Bill,

Are you free anytime (b) (6), (b) (7)(C) to talk with (b) (6), (b) (7)(C)

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

Privileged and Confidential

NOTE: The Missouri Bar Disciplinary Counsel requires all Missouri lawyers to notify all recipients of e-mail that (1) e-mail communication is not a secure method of communication; (2) any e-mail that is sent to you or by you may be copied and held by various computers it passes through as it goes from sender to recipient (3) persons not participating in our communication may intercept our communications by improperly accessing your computer or my computer or even some computer unconnected to either of us which the e-mail passes through. I am communicating to you via e-mail because you have consented to receive communications via this medium. If you change your mind and want future communications to be sent in a different fashion please advise me at once. The information contained in the e-mail message/document is intended only for the personal and confidential use of the recipient(s) named above. This message may be an attorney-client communication and as such is privileged and confidential. If the reader of this message/document is not the intended recipient, you are hereby notified that you have received this message/document in error and that any review, dissemination, distribution, or copying of this message is strictly prohibited by law. If you have received this message/document in error, please notify us immediately via return e-mail and delete the original message/document or phone at (816) 753-8751.

From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>

Sent: Monday, June 2, 2014 1:03 PM

Subject: (b) (6), (b) (7)(C)

Fred – I have the company's response in (b) (6), (b) (7)(C) case and I will be going through it later today and tomorrow morning. We need to arrange for a telephone call with (b) (6), (b) (7)(C) so that I can ask (b) (6), (b) (7)(C) about several things noted in the response. (b) (6), (b) (7)(C)

Thanks,

William F. LeMaster
Field Attorney
National Labor Relations Board
Subregion 17
8600 Farley Street
Suite 100
Overland Park, Kansas 66212

(913)967-3012 Direct
(913)967-3010 Fax

From: [Fred](#)
To: [LeMaster, William](#)
Subject: Re: (b) (6), (b) (7)(C)
Date: Thursday, June 5, 2014 9:59:52 AM

Bill,

The story was posted on the website at the same time the flyer was moved in the shops, on or around March 11.

Would you please call me on my cell phone rather than the office phone for the call this morning? The number is 816-838-8401.

Thanks

Fred

Sent from my iPhone

On Jun 4, 2014, at 2:17 PM, "LeMaster, William" <William.LeMaster@nlrb.gov> wrote:

And when was (b) story posted to the Stand Up KC website?

From: LeMaster, William
Sent: Wednesday, June 04, 2014 2:13 PM
To: 'Fred'
Subject: RE: (b) (6), (b) (7)(C)

Fred,

In (b) (6), (b) (7)(C) affidavit, (b) testified that the WOC "shop paper" started being distributed at the Roe location around February 10, 2014. Where did (b) (6) get that date and how certain is (b) (6) that is accurate? I need a quick answer on this one.

Thanks,

Bill

From: Fred [<mailto:fred@wickham-wood.com>]
Sent: Wednesday, June 04, 2014 1:13 PM
To: LeMaster, William
Subject: Re: (b) (6), (b) (7)(C)

If you don't mind. Do you have (b) (6), (b) (7)(C) number?

Sent from my iPhone

On Jun 4, 2014, at 12:48 PM, "LeMaster, William" <William.LeMaster@nlrb.gov> wrote:

From: [Fred Wickham](#)
To: [LeMaster, William](#)
Subject: Shop paper at McDonald's
Date: Wednesday, June 11, 2014 3:05:37 PM

Bill,

From (b) (6), (b) (7)(F):

I just talked with (b) (6), (b) (7)(F) to reconfirm what (b) (6), (b) (7)(F) told me before. (b) (6) started handing out the flier on the week of the March 10. (b) (6) gave one to (b) (6), (b) (7)(F) and (b) (6) tried to give one to another worker named (b) (6), (b) (7)(F) both that same week. When (b) (6) was giving it to (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) told (b) (6) "You shouldn't read that" and took the shop paper from (b) (6). That's all (b) (6) remembers about the shop paper.

Let me know if you need more.

Thanks,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

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From: "LeMaster, William" <William.LeMaster@nlrb.gov>
To: Fred <fred@wickham-wood.com>
Sent: Wednesday, June 11, 2014 8:46 AM
Subject:

Fred,

I need you to check with (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) on something immediately. What did (b) (6), (b) (7)(C) do with the WOC shop paper that had (b) (6), (b) (7)(C) story on it? I know that (b) (6), (b) (7)(C) distributed it to a few coworkers on a particular date while sitting near the front counter. However, (b) (6), (b) (7)(C) affidavit refers to (b) (6), (b) (7)(C) being involved in the distribution as well. Approximately how many did (b) (6), (b) (7)(C) distribute, approximately when, ever in the presence of management, etc.

Thanks,

William F. LeMaster
Field Attorney
National Labor Relations Board
Subregion 17
8600 Farley Street
Suite 100
Overland Park, Kansas 66212

(913)967-3012 Direct
(913)967-3010 Fax

King's Management Co., Inc. d/b/a
McDonald's & McDonald's USA, LLC as
Joint or Single Employer
Case 14-CA-128046

Confidential Witness Affidavit

I **Affiant Name**, being first duly sworn upon my oath, state as follows:

I have been given assurances by an agent of the National Labor Relations Board (NLRB) that this Confidential Witness Affidavit will be considered a confidential law enforcement record by the NLRB and will not be disclosed unless it becomes necessary to produce this Confidential Witness Affidavit in connection with a formal proceeding.

I reside at

My home telephone number (including area code) is:

My cell phone number (including area code) is:

My e-mail address is:

I **am or was** employed by

located at

Privacy Act Statement

The NLRB is asking you for the information on this form on the authority of the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the NLRB in processing representation and/or unfair labor practice cases and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). Additional information about these uses is available at the NLRB website, www.nlr.gov. Providing this information to the NLRB is voluntary. However, if you do not provide the information, the NLRB may refuse to continue processing an unfair labor practice or representation case, or may issue you a subpoena and seek enforcement of the subpoena in federal court.

I am being provided a copy of this Confidential Witness Affidavit for my review. I understand that this affidavit is a confidential law enforcement record and should not be shown to any person other than my attorney or other person representing me in this proceeding.

I have read this Confidential Witness Affidavit consisting of 2 pages, including this page, I fully understand it, and I state under penalty of perjury that it is true and correct. However, if after reviewing this affidavit again, I remember anything else that is important or I wish to make any changes, I will immediately notify the Board agent.

Date: _____ **Signature:** _____
[Affiant Name]

Signed and sworn to before me by telephone on _____

WILLIAM LEMASTER
Board Agent
National Labor Relations Board



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov
Telephone: (913)967-3000
Fax: (913)967-3010

Agent's Direct Dial: (913)967-3012

(b) (6), (b) (7)(C) 2014

Affiant Name
Affiant Street Address
Affiant City, State and Zip

Re: King's Management Co., Inc. d/b/a
McDonald's & McDonald's USA, LLC as
Joint or Single Employer
Case 14-CA-128046

Dear Affiant:

Enclosed is the affidavit I prepared based on our conversation on [insert date of conversation]. As we discussed, the affidavit will be considered a confidential law enforcement record by the Board and will not be disclosed unless it becomes necessary to produce the affidavit in connection with a formal proceeding. Please do not show this affidavit to anyone other than your attorney or representative in this matter.

You should read the affidavit very carefully to make sure everything is correct. If you find anything that is not fully accurate, make the appropriate changes and then place your initials next to anything you cross out or add. If something relevant is omitted from the affidavit, you may add that but call me so we can discuss the addition and make sure all the necessary information is included. If you add something, place your initials next to that addition.

After you have read the affidavit, call me at (913)967-3012 so that I may administer the oath to you. When you sign the affidavit you should place your initials at the bottom of each page to indicate that you have read it and then sign and date the last page of the affidavit. When you have initialed and signed the affidavit, please mail it to me in the enclosed self-addressed envelope. I am requesting that you call me to administer the oath and mail the affidavit with your original signature so that my office receives it on or before (insert date).

If you have any questions or remember anything else that is important, please immediately let me know. Thank you for your assistance in this matter.

Very truly yours,

King's Management Co., Inc. d/b/a
McDonald's & McDonald's USA, LLC as
Joint or Single Employer
Case 14-CA-128046

- 2 -

(b) (6), (b) (7)(C) 2014

WILLIAM LEMASTER
Field Attorney

LeMaster, William

From: Fred Wickham [fred@wickham-wood.com]
Sent: Thursday, December 11, 2014 9:50 AM
To: LeMaster, William
Subject: 14-CA-128046 (McDonald's King's Mgmt. Co.)

Bill,

Please know my client wishes to withdraw the non-merit allegations in the above-referenced matter.

Sincerely,

Fred Wickham

Wickham & Wood, LLC
4317 S. River Blvd.
Independence, MO 64055
Phone: 816-753-8751
Fax: 816-373-9540

APPROVED: 12-12-14
(DATE)
Daniel Hubbel by *RS*
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS BOARD

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From: "LeMaster, William" <William.LeMaster@nrlrb.gov>
To: Fred Wickham <fred@wickham-wood.com>
Sent: Thursday, December 11, 2014 8:18 AM
Subject: FW: McDonald's on Prospect questions

Please get me these answers today along with the withdrawal request in 14-CA-128046.

Thanks,

Bill

From: LeMaster, William
Sent: Tuesday, December 09, 2014 4:02 PM



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 17
8600 Farley St Ste 100
Overland Park, KS 66212-4677

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December 12, 2014

Jeffrey M. Place, Attorney
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Re: King's Management Co., Inc. d/b/a
McDonald's & McDonald's USA, LLC as
Joint or Single Employer
Case 14-CA-128046

Dear Mr. Place, Mr. Linas, Ms. Davis and Mr. Madsen:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Daniel L. Hubbel
Regional Director

By:

/s/ Naomi L. Stuart

Naomi L. Stuart
Officer in Charge

NLS/mcn

cc: King's Management Co., Inc. d/b/a
McDonald's
605 South 7th Street
Kansas City, KS 66105

McDonald's USA LLC
One McDonald's Plaza
Oak Brook, IL 60523

Fred Wickham, Attorney
Wickham & Wood, LLC
4317 S River Blvd
Independence, MO 64055-4586

Worker's Organizing Committee-Kansas
City
PO Box 5946
Kansas City, MO 64171